



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF, ARMY RESERVE
2400 ARMY PENTAGON
WASHINGTON, DC 20310-2400

AFRC-SA (385)

30 December 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Reserve (AR) Safety Campaign Plan

1. Over the past 2 years, needless accidents claimed the lives of 35 AR Soldiers and resulted in the loss of \$8,120,265 in injuries and damaged or destroyed equipment. Accidents are never acceptable as the cost of doing business. Every Soldier, Department of the Army Civilian (DAC) and contractor, regardless of rank, must understand and apply effective accident prevention techniques through discipline, adherence to standards and effective use of risk management techniques and processes.
2. The challenge of operating in numerous worldwide locations has inherent risk that must be effectively managed by each commander, leader, and Soldier. The risk management process must be applied to every situation by identifying hazards, applying and supervising the application of control measures and evaluating the effectiveness of the control measures.
3. Secretary of Defense Rumsfeld directed the DoD to reduce accidents 50 percent by the end of FY 05. The enclosed AR Safety Campaign Plan, in support of the Army Safety Campaign, outlines the strategy to meet this goal. The AR Safety Campaign Plan requires involvement of every commander, leader, and Soldier to ensure success in accomplishing this goal. The approach is mission-supportive.
4. The path to reach the objective is four pronged, and consists of elements that address policy and leadership, education and training, surveys and evaluations, and structure. Each one of these elements is subdivided as follows:
 - a. Policy and Leadership. The AR has promulgated multiple safety policies that deal with the overall safety of USAR Soldiers. AR Regulation 385-2, U.S. Army Reserve (USAR) Safety Program, was published 1 July 2004. These policies are intended to provide direction to commanders and must be included in their Safety SOP. All existing Safety Policy memorandums will be incorporated into future changes to USAR Regulation 385-2. The leaders in the USAR must take a proactive approach in enforcing the existing policies and regulations so that a safe working environment can be maintained for the Soldiers, civilians, and contractors.

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b. Education and training. The AR must develop and maintain an aggressive training program. Commanders must ensure AR Soldiers are trained to the most current standard. Frequent and realistic training opportunities must be provided to afford Soldiers the accumulation of experience and the development of confidence.

(1) It is imperative that commanders and Additional Duty Safety Officers (ADSOs) enroll and complete the prescribed courses in a timely manner.

(2) Risk management training must be included in the unit training program. Commanders must ensure that there is an adequate number of Risk Management trainers available to train all personnel in the Risk Management process.

(3) There are several web-based locations that commanders can access to obtain safety training information. Two of these web locations are the Army Safety Center web site <https://safety.army.mil>, and the AR Safety Web Site <https://esaiwr.usar.army.mil/AKOafety>. The AR Safety web page is currently available on the Army Knowledge on Line web site at the Army Reserve link.

(4) Other training sources are the Holiday Safety Memorandums, Seasonal Safety Campaigns, Command Training Guidance, Risk Management Train-the-Trainer Course, Safety Climate Surveys, and After Action Reports.

c. Surveys and evaluations. The safety survey and evaluation process is intended to assist the commanders with the development and improvement of their safety program. Some of the methods to evaluate and measure the effectiveness of a safety program are:

(1) The respective Regional Readiness Command (RRC) Safety Managers conduct safety visits to the subordinate units to provide program assistance.

(2) The AR Safety Office conducts visits to RRC Safety Offices and selected subordinate units to thoroughly evaluate the safety programs. Evaluations are conducted utilizing a Safety and Occupational Health Checklist designed to not only evaluate the AR units' safety programs, but provide assistance in developing world class safety programs throughout the command.

(3) The Safety Climate Survey is a useful tool for commanders to obtain anonymous information from Soldiers on the effectiveness of the safety program in their unit. The Safety Climate Survey is currently available on the AR Safety Web Page located at <https://esaiwr.army.mil/AKOafety>.

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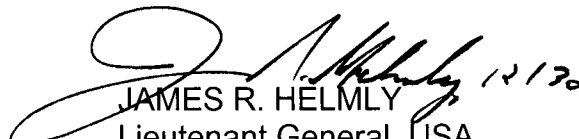
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(4) The After Action Reports from training exercises can be used as a powerful lessons learned tool to plan for future events and to prevent future mistakes.

d. Structure. The AR Safety structure is in the process of undergoing a major change that will better serve the commanders, leaders, and Soldiers by giving them the benefit of improved support.

5. I challenge every AR Soldier, civilian employee, and contractor to get involved in the AR Safety Campaign. The success of this campaign requires active participation by every member of the AR family. Commanders must effectively use every available resource to achieve a 50 percent accident reduction at the conclusion of FY 05. Every decision you make implies acceptance of some level of risk. Every operation has inherent risk regardless of how simple the mission. I expect the AR Team to work together to reduce the loss of Soldiers and equipment to accidents.

Encl


JAMES R. HELMLY
Lieutenant General, USA
Chief, Army Reserve

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